



## Candidate Profile

The new Parks and Recreation Director will be a seasoned professional with extensive background in related disciplines. He/she will be accustomed to making decisions under pressure and in a highly visible environment. The Director will be accomplished at maximizing the use of scarce/limited human and fiscal resources, displaying innovation and creativity when meeting challenges. The Director will be a knowledgeable individual at discovery, analyzing, and adapting best practice methods and proven trends in the discipline. Redmond's Parks and Recreation Director must understand the dynamics and political issues of a high growth community and related pressures. The Director must be politically aware but not engage in the politics of decision making. He/she should be tactful, diplomatic, open-minded, and genuine in pursuing solutions to community issues. The ability to rapidly gain respect through consistency of action, following through on commitments and being objective in outlook are clearly desired characteristics of a new Director.

The Director must be team oriented and participatory in nature. Strong interpersonal abilities, communications skills, and a high energy level will differentiate the superior candidate from the field of applicants. The Director must show the strongest of customer service orientations and a commitment to equality/legality of treatment and opportunity. The new Director will be visionary and entrepreneurial in nature. He/she must readily endorse the mission and core values of the organization, as well as, be able to function as a key member of the City's Strategic Leadership team.

The Director should be an inspirational and visible leader, yet one who is capable of delegating responsibility to competent staff. A person who listens, values the input of citizens and team members, and one who can discuss issues objectively will be welcomed to Redmond's SLT. A person of candor, with non-traditional approaches to problem solving, and one who can enjoy the nature of the community and job will be most successful.

## Education and Experience

The new Director should possess a minimum of a Bachelor's degree in Parks/Recreation, Public Administration or related field. A Master's degree

in Public or Parks Administration/Management and advanced training/education in municipal government is preferred. Candidates should possess ten years' senior management experience developing leading edge programs above a broad range of recreation, social, and human service programs. An extensive background in grants funding, municipal budget and finance, and strong strategic planning and work performance based assessment/measurement is desired. Backgrounds must be demonstrated in coping effectively with high growth related performance needs and community outreach programs.

Experience will have been gained in first tier suburban communities in rapid phases of transition. Service at the Director or Deputy/Assistant Director levels in a larger community would be viewed favorably. Candidates must also have a strong record of supporting equity based service delivery programs and demonstrate a commitment to equal opportunity and related diversity improvement efforts.



## Compensation and Benefits

The City of Redmond offers a starting salary of \$90,960 to \$120,372 dependent on experience. A superior program of Employee Benefits exists including participation in the Municipal Employee's Benefit trust (MEBT), a high yield supplemental retirement program; participation in the Washington State Public Employees Retirement System (PERS) with both plans having a 5-year vesting schedule; and no social security contribution. Department directors are granted 20 days vacation on January 1st each year and receive an additional 6 days of administrative leave



annually (both are prorated the first year). Redmond self-insures for medical, dental and vision benefits. The opportunity to live and work in a "world class" community and the ability to enjoy the overall benefits of living in the Pacific Northwest make this an outstanding career opportunity with long-term service potential.

## Application and Selection Process



Submit cover letter, resume and completed City of Redmond application obtained at [www.redmond.gov](http://www.redmond.gov), or by calling (425) 556-2121 by 5:00 p.m. Friday, September 30, 2005 to

be considered. Application packets will be screened in relation to the criteria outlined in this brochure. Candidates with relevant qualifications will be given preliminary interviews. Interviews will be followed by reference checks after receiving candidates' permission. Those deemed most qualified will be referred to the Mayor for further consideration.

*The City of Redmond is an Equal Opportunity Employer.*